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ABSTRACT

Guidelines for providing opportunities to qualified Canadians for employment at Canadian universities are presented. It is emphasized that to avoid governmental interference and possible regulation in this area, efforts should be made to inform Canadians of openings at Canadian Universities by means of advertisements in the "C.A.U.T. Bulletin" and "University Affairs" and by formal and informal employment services. The appointment of a person who is not a Canadian or legally a resident of Canada should be justified to the satisfaction of a university or faculty committee. Specifics related to defining Canadian applicants, stating job qualifications, announcing employment opportunities, establishment and composition of university or faculty appointments review committees, making appointments, and employment conditions are given. (SPG)

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canadian association of university teachers

association canadienne des professeurs d'université

GUIDELINES ON CANADIANIZATION AND THE UNIVERSITY

PREAMBLE

One function among the many legitimately assigned to a university is to develop an awareness and understanding of the society in which we live. This society, of course, has local and national as well as international aspects, all of which require attention. The university thus has an important role to play in the development of community and national identities. If we assume that university faculty play an important or even dominant role in the learning process, then we can properly expect that faculty members at Canadian universities be familiar with the Canadian situation and, further, be committed to the development and enrichment of the Canadian community, or engage themselves to acquire this familiarity and commitment.

The Canadian university community must also be concerned that qualified Canadians be given opportunities for employment at Canadian universities.

The C.A.U.T. is opposed to the use of the authority of governments and legislatures to enforce or encourage rules concerning methods of appointments within universities. If this position is to be maintained, the following conditions are necessary:

1. openings available at Canadian universities should be made known to Canadians by means of advertisements in the C.A.U.T. Bulletin and University Affairs and by formal and informal employment services, including departments of manpower or labour. Such searches must not be avoided or their purpose defeated by appointments made on the basis of personal contacts only;

2. the appointment of a person who is not a Canadian or legally a resident of Canada should be justified to the satisfaction of a university or faculty committee.

The C.A.U.T. further urges that academic, professional, and government agencies co-operate in the preparation, publication, and annual revision of five- to ten-year projections of positions available and of graduate degrees granted in each academic discipline at Canadian universities. These projections would allow individual students a better opportunity to plan future careers, and universities a better opportunity to encourage Canadian talents in areas of projected needs through the development of adequate graduate programmes in those areas.

The C.A.U.T. is always prepared to investigate any allegations of anti-Canadian discrimination in appointments, and to endeavour to correct improper or unsatisfactory practices.

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GUIDELINES

1. For the purpose of these guidelines, a person who, on the date of application for a university post, is a landed immigrant or holds a ministerial permit as a consequence of being a refugee or of being prohibited from applying for landed immigrant status should not be distinguished from Canadian applicants.

2. For each position a set of qualifications relevant to that opening and the relative importance of each should be clearly stated. These qualifications should not place graduates of Canadian programmes or Canadian graduates of programmes at home or abroad at an unfair disadvantage.

3. The opening and the required qualifications should be called to the attention of Canadian applicants by appropriate procedures such as wide advertisement, letters to Canadian universities, etc. That is, there should be active search for qualified Canadian candidates.

4. Each university with a bi-cameral system of government should establish a university-wide appointments review committee, where one does not already exist. In any case, the following would be desirable arrangements for such a committee:

   i. The committee should be elected by the senior academic body or other appropriate body and should have a clear majority of full-time faculty members on it;

   ii. The committee should in the first instance, advise the president on all appointments;

   iii. The committee should also supply the senior academic body annually with a list of appointments made as well as its decisions as to whether each was adequately advertised in Canada;

   iv. A representative of the faculty association should sit on the committee as a non-voting participant;

   v. Before recommending any new appointments this body should, inter alia, ensure that these guidelines are adhered to. In particular it should assure itself that:

      (a) The qualifications listed were reasonable and the selection procedures fair;

      (b) An active effort was made to recruit Canadians.

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The department seeking to make an appointment of a non-Canadian should be charged with making the case for the appointment to the satisfaction of this body.

5. Each university with a unicameral system of government should strike an appointments committee at the Faculty rather than the university level. In other respects, the recommendations of item 4, above, should be followed, mutatis mutandis.

6. The appointment should be offered to the best qualified Canadian who meets the stated requirements, unless the university-wide review committee, or if it does not exist, the senior academic body, is persuaded that the appointment in the case of a non-Canadian is justified.

7. Once appointed, the nationality of the faculty member should not affect the terms and conditions of that employment. These include, for example, academic freedom, salary, promotion, and tenure.

September 12, 1977

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As approved by Council, May 1977.